

From: Judy Boyette

To: HR and Benefits staff

Subject: Announcement of Executive Directors for two new units

September 8, 2008

Dear HR&B Colleagues:

I'm writing to you today to announce the selection of two of the four Executive Directors for our department. Michael Baptista will lead the Quality Assurance and Compliance unit, and Dennis Larsen will lead the Executive Compensation and Performance Management unit. As I mentioned in July, an outside consultant determined that Dennis' current responsibilities as Executive Director—Senior Management Group Compensation are substantially similar to that of the new Executive Director for Executive Compensation and Performance Management, and so he has been reassigned into the position. The position of Executive Director of Quality Assurance and Compliance was determined to be different enough from any current position to warrant the creation of a new position, and Mike was chosen at the completion of the candidate selection process.

I had debated holding off on the announcement of these two positions until we could announce the other Executive Directors; however, I decided that it is important to announce these positions now so that we can begin hiring in these units. The hiring process for jobs in these two units will be phased, starting with the highest ranked positions and moving down through the organization. We will begin interviewing and hiring candidates as soon as the job postings currently open on CATS have closed.

Dennis and Mike have proven invaluable as resources for the redesign of HR&B and I am certain that they will continue to provide exemplary guidance and leadership as we move forward into implementation of our new units. Please join me in congratulating them on their new positions.

Best Regards,

Judy Boyette

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